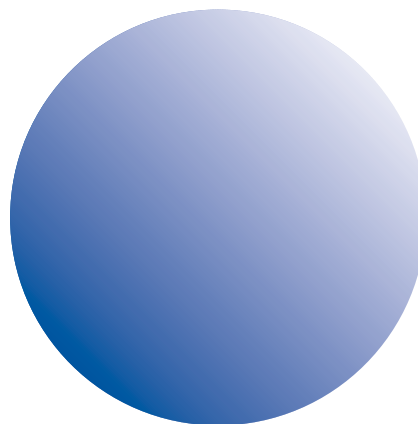
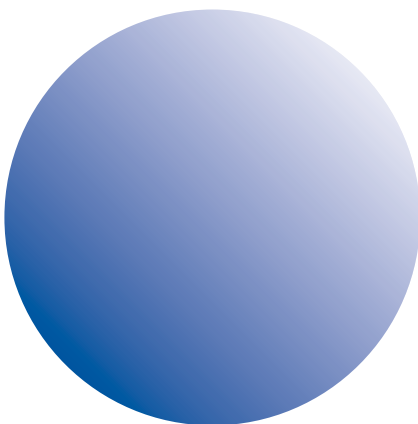
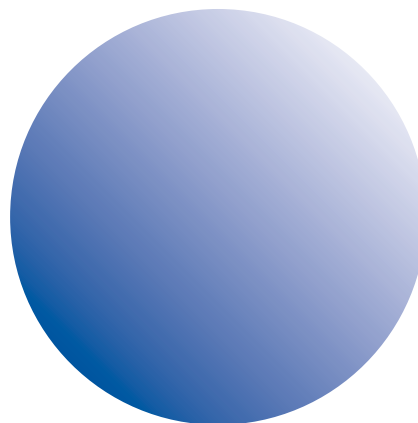


Summary of Personal Insurance in Switzerland

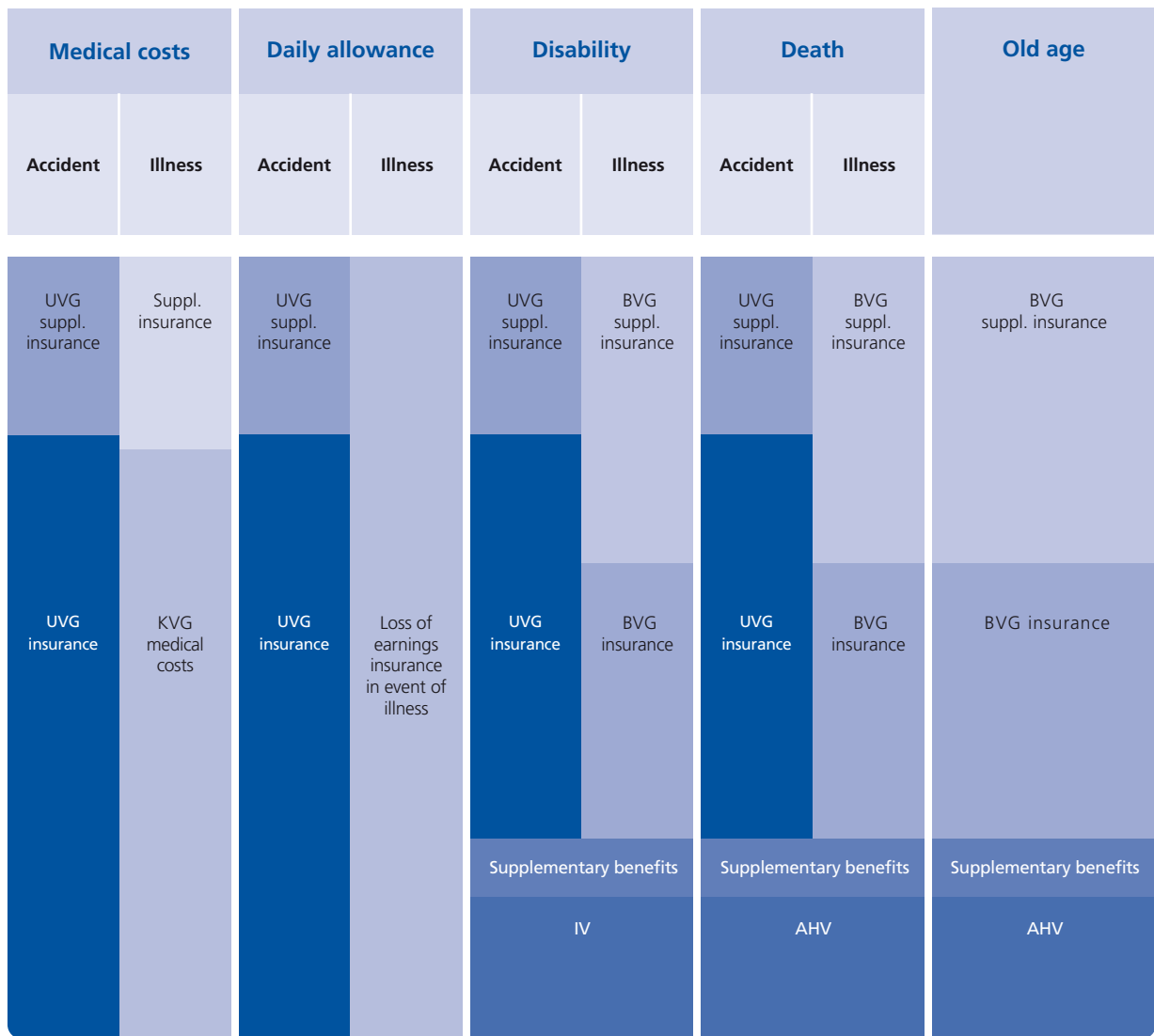
as at January 1, 2010



Elements Insurance	Those insured under obligatory insurance	Insured salary	Inability to work		Survivors' benefits
			temporary	permanent	
Old Age and Survivors' Insurance (AHV) and Disability Insurance (IV)	All persons domiciled or employed in Switzerland. Voluntary insurance possible for Swiss residing abroad.	Salary* of up to CHF 82,080 affects the amount of benefits. *(revalued) average annual income.	Daily allowance from disability insurance payable during period of rehabilitation measures. Amount according to income and number of children. Rehabilitation measures until age 65 (men) or 64 (women).	Degree of disability: from 40% 25% of the pension from 50% 50% of the pension from 60% 75% of the pension from 70% full pension AHV/IV pension scheme applies: disability pension, children's pension.	<ul style="list-style-type: none"> – Widow with children. – Widower with children under 18. – Childless widow: at least 45 years old and married for 5 years. – Divorced spouses are ranked equally with widowed persons under certain circumstances. <p>Widow's/widower's pension is 80% of the retirement pension.</p> <p>Orphan's pension is 40% and full orphan's pension is 60% of the retirement pension.</p>
Income replacement order (EO)	As for AHV/IV (voluntarily insured make no contributions and are insured).	Calculation of contributions as for AHV/IV.	Daily allowance during military service in the Swiss Army.		
Maternity benefits (EO)	All women employed in Switzerland.		Daily allowance for 14 weeks: 80% of insured salary (max. CHF 196).		
Military Insurance (MVG)	Persons serving in compulsory or voluntary military, community or civil defense service.	max. CHF 141,672	Daily allowance 80% of the insured salary from first day	Disability pension 80% of the insured salary	<ul style="list-style-type: none"> Surviving spouse 40% of insured salary. Half orphan's pension 15% of insured salary. Full orphan's pension 25% of insured salary. Total of survivors' pensions max. 100% of insured salary.
Occupational Insurance (BVG)	All employees with AHV salary of more than CHF 20,520 are insured: from age 18 for risk of death and disability, saving for retirement commences from age 25. Voluntary for self-employed persons.	Max. salary limit according to BVG CHF 82,080 less coordination amount CHF 23,940 = max. coordinated salary (L ^k) CHF 58,140 Employees whose annual salary is between CHF 20,521 and 27,360 have an insured annual salary of CHF 3,420.		Degree of disability: from 40% 25% of the pension from 50% 50% of the pension from 60% 75% of the pension from 70% full pension Calculation method: retirement savings accrued plus future retirement credits projected according to the scale without interest. Conversion rate as for retirement pension. Children's pension 20% of disability pension.	<ul style="list-style-type: none"> Spouse's pension 60% of disability pension or current retirement pension. Orphan's pension 20% of disability pension per child. Divorced spouse's entitlement: if married for at least 10 years and receives alimony
Accident Insurance (UVG)	All persons deemed to be in salaried employment in Switzerland as defined by the AHV. In cases of less than 8 hours work per week, only occupational accidents are insured. Voluntary for self-employed persons.	max. CHF 126,000 Supplementary insurance available for higher salaries.	Daily allowance of 80% of the insured salary from 3rd day after accident until full recovery or commencement of disability or death benefits. Medical costs insured, ambulatory and inpatient treatment in the general ward of a hospital. Supplementary insurance possible for private hospital treatment.	In case of full disability, 80% of the insured salary. For partial disability there is an appropriate reduction. Integrity allowance and long-term care benefit.	<ul style="list-style-type: none"> Pension or settlement for surviving spouse. Widows and widowers receive pensions amounting to 40% of the insured salary. Single or full orphan's pension 15% or 25% of the insured salary. Total maximum 70% of the insured salary. Pension for divorced spouses.
Salary Continuation Insurance	Not obligatory, many collective employment contracts, normal employment contracts, individual employment contracts OR 324a.	For 80% daily allowance the salary is insured up to contractual maximum.	Daily allowance 80% of the insured salary according to the contractual agreement, daily allowance only granted in cases of at least 25% inability to work under the BVG coordination product or at least 50% inability to work under the KVG product.		

Retirement benefits	Change of employment	Correlation of benefits	Contributions made by		Administrative body										
			employee	employer											
<p>From age 65 (men), resp. 64 (women)</p> <p>Annual retirement pension minimum CHF 13,680 maximum CHF 27,360</p> <p>Married couple: Splitting (together max. 150%)</p> <p>minimum CHF 20,520 maximum CHF 41,040</p> <p>Deferred retirement pension with increased benefits possible: minimum 1 year, maximum 5 years.</p> <p>Early retirement possible with reduced benefits: 1 or 2 years.</p> <p>Children's pension.</p>	<p>The employer's and the employee's contributions to the responsible compensation office are maintained in full.</p>	<p>Reduction in the event of over-insurance.</p> <p>Retirement pension supercedes disability pension.</p>	<p>Subject to contributions: all employed persons aged 18 or over, as well as unemployed persons aged 21 or over. For spouses the contributions are deemed paid if the spouse has contributed at least double the minimum contribution amount. 10.1% (AHV 8.4%, IV 1.4%, EO 0.3%).</p> <p>Employed persons: 5.05% of the insured salary 5.05% of the insured salary</p> <p>Self-employed persons: 9.5% of the insured salary (AHV 7.8%, IV 1.4%, EO 0.3%) For insured salary between CHF 9,200 and CHF 54,800: contribution scale applies.</p> <p>Unemployed persons pay contributions according to financial status and pension income received, minimum CHF 460, maximum CHF 10,100.</p> <p>Old-age pensioners pay contributions, exempt amount CHF 1,400 per month and form of employment.</p> <p>Contributions for administrative costs for employers, self-employed and unemployed persons.</p>		<p>Federal Social Insurance Office (BSV)</p> <p>Compensation Offices</p> <p>Central Compensation Office</p> <p>Cantonal IV Offices</p>										
			<p>In addition to the AHV/IV contribution, 0.3% (already included above).</p>		<p>As for AHV/IV</p> <p>Army Treasurer</p>										
			<p>As for AHV/IV</p>												
		<p>In the event of correlation of the AHV/IV with the MVG pensions, the latter will be reduced.</p>	<p>Financed by the state.</p>		<p>Suva</p>										
<p>Retirement pension amounts to 6.8%* of the retirement savings accumulated at pensionable age of 65 (men), resp. 64 (women).</p> <p>Annual retirement credits:</p> <table border="0"> <tr> <td>Men/Women</td> <td>L^k</td> </tr> <tr> <td>age 25–34</td> <td>7%</td> </tr> <tr> <td>age 35–44</td> <td>10%</td> </tr> <tr> <td>age 45–54</td> <td>15%</td> </tr> <tr> <td>age 55–65/64</td> <td>18%</td> </tr> </table> <p>Children's pension.</p> <p>*Transitional provision valid until 2013 with higher conversion rates.</p>	Men/Women	L ^k	age 25–34	7%	age 35–44	10%	age 45–54	15%	age 55–65/64	18%	<p>Full benefits since January 1, 1995.</p> <p>Minimal amount: sum of the entry benefits with the BVG minimum rate of interest plus the employee's contributions with age-dependent supplement (4% at age 21, increasing yearly by 4% to a maximum of 100% at age 45).</p> <p>Continuation cover for 1 month. Termination benefits transferred to new pension scheme.</p>	<p>IV/UVG/MVG supercedes BVG benefit.</p> <p>Maximum for all benefits is 90% of the presumable lost salary.</p>	<p>Employees' contributions max. 50% of total costs</p>	<p>Employer's contributions min. 50% of total costs</p>	<p>Pension plans for corporations, administrative organizations, unions.</p> <p>Joint foundations of insurance companies, banks etc.</p> <p>Substitute pension plan</p> <p>LOB Guarantee Fund</p>
Men/Women	L ^k														
age 25–34	7%														
age 35–44	10%														
age 45–54	15%														
age 55–65/64	18%														
	<p>Continuation cover for 30 days for NBU as long as the insured worked a minimum of 8 hours per week.</p> <p>Prolongation of insurance cover possible for a further 180 days (insurance by special agreement).</p>	<p>As supplement to AHV/IV, maximum 90% of UVG salary. Same applies to IV pension.</p> <p>Daily allowance supercedes IV pension.</p>	<p>Premium for non-occupational accident insurance (NBU) is classified according to profession.</p>	<p>Premium for occupational accident insurance (BU) is classified according to risk.</p>	<p>Suva</p> <p>Private insurers</p> <p>Health insurers</p> <p>Private health insurers</p>										
	<p>Insurance terminates upon resignation. Transfer to individual health insurance possible within 3 months. For an existing illness, the benefit continues according to contract.</p>	<p>Combined with BVG, IV, MVG to maximum 100% under the KVG product. Under the BVG coordination product, the insured benefits are coordinated.</p>	<p>The contributions depend on the occupational classification.</p> <p>The employees may bear part of the premium cost.</p>		<p>Private insurers</p> <p>Health insurers</p>										

Personal insurance concept



Pillar 1

- Supplementary benefits
- AHV/IV

Pillar 2

Accident

- UVG suppl. insurance
- UVG insurance

Illness

- Suppl. insurance
- KVG medical cost/ loss of earnings insurance

Occupational pension plans

- BVG suppl. insurance
- BVG insurance

AHV = Swiss Federal Old Age and Survivors' Insurance

IV = Swiss Federal Disability Insurance

KVG = Swiss Federal Law on Health Insurance

UVG = Swiss Federal Law on Accident Insurance

BVG = Swiss Federal Law on Occupational Retirement, Survivors' and Disability Pension Plans

If the details in this factsheet differ from the legal regulations, the latter shall take precedence.



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